IV. DATA TABLES CHAPTER 3

WORKFORCE COMPETENCIES

	Number and percent of all agencies needing improvement (n=114)		Agencies serving up to 20,000 population needing improvement (n=55)		Agencies serving 20,000 to 40,000 population needing improvement (n=32)		Agencies serving 40,000 to 80,000 population needing improvement (n=14)		Agencies serving more than 80,000 population needing improvement (n=13)	
10 Analysia/Acasamans Skilla										
10. Analytic/Assessment Skills Determine appropriate uses and					1					
limitations of data	72	63.2%	32	58.2%	24	75.0%	11	78.6%	5	38.5%
Make relevant inferences from data	66	57.9%	29	52.7%	20	62.5%	9	64.3%	8	61.5%
Practice evidence-based decision	- 00	07.070	20	02.770	20	02.070	Ü	04.070		01.070
making	77	67.5%	38	69.1%	20	62.5%	8	57.1%	11	84.6%
Identify a problem and develop		01.070		331175		02.070		011170		011070
strageties to address it	48	42.1%	20	36.4%	16	50.0%	5	35.7%	7	53.8%
Partner with communities to attach	10	12.170		00.170		00.070	Ū	00.170		001070
meaning to collected data	69	60.5%	35	63.6%	18	56.3%	8	57.1%	8	61.5%
Obtain and interpret information		001070		00.070			-		_	0.11070
regarding risks and benefits to the										
community	72	63.2%	35	63.6%	19	59.4%	8	57.1%	10	76.9%
- 9				22.575				2	-	2.370
11. Basic Public Health Sciences	Skills		II.				1			-
Understand the principles of public	5									
health	48	42.1%	20	36.4%	15	46.9%	7	50.0%	6	46.2%
Understand individual's and		121170		331170		10.070				.0.270
organization's responsibilities within										
the context of the Essential Public										
Health Services and core functions	66	57.9%	33	60.0%	20	62.5%	6	42.9%	7	53.8%
Define and assess the health status		01.070		00.070		02.070	-	12.070	-	00.070
of populations.	62	54.4%	28	50.9%	16	50.0%	9	64.3%	9	69.2%
Understand the determinants of		0 11 170		00.070		00.070		0		00.270
health and illness.	39	34.2%	16	29.1%	14	43.8%	2	14.3%	7	53.8%
Apply the basic public health										
sciences including: (check all that are										
needed)	63	55.3%	26	47.3%	16	50.0%	9	64.3%	12	92.3%
behavioral and social sciences	63	55.3%	29	52.7%	14	43.8%	11	78.6%	9	69.2%
biostatistics	82	71.9%	40	72.7%	19	59.4%	13	92.9%	10	76.9%
epidemiology	52	45.6%	23	41.8%	14	43.8%	7	50.0%	8	61.5%
environmental public health	50	43.9%	24	43.6%	14	43.8%	5	35.7%	7	53.8%
prevention of chronic diseases and										
injuries	50	43.9%	20	36.4%	13	40.6%	8	57.1%	9	69.2%
prevention of communicable										
diseases	35	30.7%	13	23.6%	11	34.4%	4	28.6%	7	53.8%
Identify and access current relevant										
scientific evidence	82	71.9%	43	78.2%	21	65.6%	12	85.7%	6	46.2%
12. Cultural Competency Skills										
Interact sensitively, effectively, and										
professionally with persons from										
diverse cultural, socioeconomic,										
educational, racial, ethnic and										
professional backgrounds, and										
persons of all ages and lifestyle										
preferences	39	34.2%	15	27.3%	11	34.4%	6	42.9%	7	53.8%
Identify the role of cultural, social,										
and behavioral factors in determining							_		_	
the delivery of public health services	49	43.0%	22	40.0%	12	37.5%	8	57.1%	7	53.8%
Develop and adapt approaches to										
problems that take into account cultural differences		FF 00:		F0 00:		50.007		0.4.007	4.0	70.007
CULTURAL CULTORODO	63	55.3%	28	50.9%	16	50.0%	9	64.3%	10	76.9%

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WORKFORCE COMPETENCIES

	Number and percent of all agencies needing improvement (n=114)		Agencies serving up to 20,000 population needing improvement (n=55)		Agencies serving 20,000 to 40,000 population needing improvement (n=32)		Agencies serving 40,000 to 80,000 population needing improvement (n=14)		Agencies serving more than 80,000 population needing improvement (n=13)	
13. Communication Skills										
Communicate effectively both in										
writing and orally	48	42.1%	22	40.0%	12	37.5%	7	50.0%	7	53.8%
Advocate for public health programs	70	72.170		10.070	12	07.070	,	00.070	,	00.070
and resources	54	47.4%	22	40.0%	17	53.1%	8	57.1%	7	53.8%
Lead and participate in groups to	<u> </u>	17.170		10.070		00.170		011170		00.070
address specific issues	43	37.7%	18	32.7%	14	43.8%	6	42.9%	5	38.5%
Lies the modified advisored										
Use the media, advanced										
technologies, and community	E4	44 70/	20	26 40/	1.4	42.00/	0	E7 40/	_	CO 00/
networks to communicate information	51	44.7%	20	36.4%	14	43.8%	8	57.1%	9	69.2%
Effectively present accurate										
demographic, statistical,										
programmatic, and scientific										
information to professional and lay		00.407		74 -01	6.1	05.007			_	00.50
audiences	78	68.4%	41	74.5%	21	65.6%	11	78.6%	5	38.5%
Use the computer for word									_	
processing	21	18.4%	10	18.2%	6	18.8%	2	14.3%	3	23.1%
Use the computer to access the		4= ===		10 101		40.00/		4.4.007		
internet	20	17.5%	9	16.4%	6	18.8%	2	14.3%	3	23.1%
14. Community Dimensions of Pra Establish and maintain linkages with community partners to promote the	ctice Ski									
health of the population	37	32.5%	18	32.7%	8	25.0%	4	28.6%	7	53.8%
Understand how public and private										
organizations operate within a										
community	33	28.9%	18	32.7%	6	18.8%	5	35.7%	4	30.8%
Understand the role of the										
government in the delivery of										
community health services	53	46.5%	27	49.1%	15	46.9%	6	42.9%	5	38.5%
Utilize skills to build community										
partnerships:				<u> </u>						
leadership	38	33.3%	16	29.1%	10	31.3%	7	50.0%	5	38.5%
team building	54	47.4%	27	49.1%	11	34.4%	9	64.3%	7	53.8%
negotiation	54	47.4%	24	43.6%	14	43.8%	8	57.1%	8	61.5%
conflict resolution	54	47.4%	25	45.5%	13	40.6%	9	64.3%	7	53.8%
15. Financial Planning Skills										
	10	16 70/	0	11 50/	7	24 00/	2	14 20/	2	15 40/
Develop and present a budget Manage programs within budget	19	16.7%	8	14.5%	7	21.9%	2	14.3%	2	15.4%
constraints	22	19.3%	11	20.0%	5	15.6%	2	21.4%	2	22 40/
Prepare grant proposals	64	56.1%	11 32	58.2%	17	53.1%	3 8	57.1%	7	23.1% 53.8%
Frepare grant proposals	04	50.1%	32	30.2%	17	55.1%	0	31.170	1	55.6%
Negotiate and develop contracts and other documents for the provision of population-based services	63	55.3%	34	61.8%	11	34.4%	9	64.3%	9	69.2%
	US	55.5%	34	01.070	1.1	34.470	9	04.5%	9	03.270
Conduct cost-effectiveness, cost- benefit, and cost utility analyses	75	65.8%	34	61.8%	19	59.4%	10	71.4%	12	92.3%
	7:3	U.J.O.70	.74	UI.070	1.21	J27.470	117	1 1 4 70		-7/17/0

IV. DATA TABLES

CHAPTER 3 WORKFORCE COMPETENCIES

			Agencies serving		Agencies serving		Agencies serving		Agencies serving	
	Number and percent of all agencies needing improvement (n=114)		up to 20,000 population		20,000 to 40,000 population needing improvement (n=32)		_	to 80,000	_	an 80,000
							population needing improvement (n=14)		population needing improvement	
									(n	=13)
	I		I			T		1		
Apply basic human relations skills to										
the management of organizations,										
including motivation, personnel, and										
resolution of conflicts	55	48.2%	21	38.2%	18	56.3%	8	57.1%	8	61.5%
Utilize systems for collection,										
retrieval, and use of data for decision-										
making	72	63.2%	36	65.5%	17	53.1%	11	78.6%	8	61.5%
Understand and utilize risk										
management principles	74	64.9%	39	70.9%	19	59.4%	9	64.3%	7	53.8%
17. Leadership and Systems Thin	king Skill	s								
Promote team learning and										
organizational learning	45	39.5%	19	34.5%	12	37.5%	8	57.1%	6	46.2%
Help create key values and shared										
vision and use those principles to										
guide action	48	42.1%	20	36.4%	13	40.6%	7	50.0%	8	61.5%
Identify internal and external issues										
that may impact delivery of essential										
public health services	70	61.4%	34	61.8%	17	53.1%	8	57.1%	11	84.6%
Apply quality improvement principles										
and tools	79	69.3%	43	78.2%	19	59.4%	9	64.3%	8	61.5%
18. Policy Development/Program	Planning	Skills	1		T	1		1	1	
Collect, summarize, and interpret	4.4	20.00/	00	20. 40/	40	24.00/	_	40.007	_	C4 F0/
information relevant to an issue	44	38.6%	20	36.4%	10	31.3%	6	42.9%	8	61.5%
State policy options and write clear	74	60.00/	20	70.00/	10	EO 40/	0	E7 40/	_	20 50/
and concise policy statements	71	62.3%	39	70.9%	19	59.4%	8	57.1%	5	38.5%
Identify, interpret, and implement										
public health laws, regulations, and										
policies related to specific programs	70	61.4%	36	65.5%	19	59.4%	9	64.3%	6	46.2%
Prepare and implement emergency										
response plans	57	50.0%	29	52.7%	14	43.8%	8	57.1%	6	46.2%
Develop mechanisms to monitor and										
evaluate programs for their										
effectiveness and quality	80	70.2%	43	78.2%	19	59.4%	10	71.4%	8	61.5%
1										